



## CCS Stuffed STRS

When we returned to work following our historic three-day strike, no one who walked the picket line lost a dollar of pay due to the retention bonus negotiated at the bargaining table. The retention bonus was equal to three days' pay. Unfortunately, when the district paid the bonus, they forgot to deduct 14 percent of the bonus to send to STRS as required by state law. The district informed us of their mistake and their need to make the required STRS contribution. Your Union tried to get the deduction spread over multiple pay dates, but CCS was unwilling to spread out the deduction across multiple pay dates. The district did agree to our request for the deduction to be made in the next three-pay month. The chart below shows the amount that will be deducted from your check on the Friday, Mar. 31, pay. As of the time the *Voice* went to print, deduction amounts for full time hourly, tutors, latchkey and part-time hourly members were not immediately available.

Steps/ Years Experience	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	Ph.D.
0	\$102.14	\$105.10	\$113.28	\$115.42	\$122.81
1	102.14	105.10	115.53	117.77	125.31
2	106.23	109.29	117.77	120.12	127.81
3	110.52	113.68	122.47	124.92	132.91
4	114.91	118.18	127.38	129.83	138.13
5	119.51	122.98	132.48	135.03	143.67
6	124.31	127.88	137.79	140.45	149.43
7	129.21	132.99	143.30	146.07	155.41
8	134.42	138.30	149.02	151.99	161.72
9	139.84	143.81	154.95	158.01	168.12
10	145.35	149.54	161.18	164.34	174.87
11	151.17	155.56	167.62	170.88	181.82
12	157.30	161.79	174.36	177.73	189.10
13	163.53	168.23	181.30	184.88	196.71
14	170.07	174.97	188.56	192.23	204.53
15	176.91	182.02	196.37	200.26	213.06
16	177.34	182.45	197.07	200.95	213.75
17	177.78	182.89	197.50	201.38	214.18
18	177.78	182.89	197.50	201.38	214.18
19	179.75	184.85	199.47	203.35	216.15
20	181.71	186.81	201.43	205.31	218.11
21	181.71	186.81	201.43	205.31	218.11
22	181.71	186.81	201.43	205.31	218.11
23	184.72	189.83	204.45	208.33	221.13
24	187.74	192.85	207.46	211.34	224.14
25	187.74	192.85	207.46	211.34	224.14
26	187.74	192.85	207.46	211.34	224.14
27	191.91	197.01	211.63	215.51	228.31
28	196.07	201.18	215.80	219.68	232.48
29	196.07	201.18	215.80	219.68	232.48
30	200.43	205.54	220.16	224.05	236.84
31	204.80	209.90	224.52	228.40	241.20

room teacher, CEA bargaining unit members must provide a substitute lesson plan for up to five days during the term of the absence. For example, if a CEA bargaining unit member has been approved for a leave of absence for three weeks, only five days of substitute lesson plans must be provided.

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. **Applications are due by Friday, Mar. 24, 4 p.m.** Find the application on the CEA Website at <https://bit.ly/3jpgch7>. The document contains instructions to successfully complete the application.

## UNCF Helps Columbus Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar raised is designated for scholarships for CCS students. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. Please be generous in your giving.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

To make a donation, go to: <http://give.uncf.org/ccs>.

## CEA Book Drive: Support Our Third Graders

The CEA book drive kicked off Feb. 2 and will end on Mar. 3. We want to put a new book in the hands of each Pre-K student in the district. Support our campaign by donating at least two new books appropriate for Pre-K readers and their families. A suggested book list has been given to your FR, you can also check out our Amazon wish list at <https://bit.ly/CEABD2023>.



At the conclusion of the campaign, a drawing will be held for one of four \$50 VISA® gift cards for members who donate at least three new books. Give your books to your FR or building campaign chairperson, and ask for an entry form for every three books you donate. Send your completed forms to Teri Mullins at the CEA office (Rt. #2) no later than Friday, Mar. 3, 4:30 p.m. The drawing will take place on Monday, Mar. 13.

For more information about the campaign, contact Teri Mullins at the CEA office or [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org).

## Know Your New Contract: Lesson Plans

This past spring at the bargaining table, the Board put forth a proposal that, if agreed to, would have required all CEA bargaining unit members (regardless of whether or not they were a classroom teacher) to post lesson plans on at least a weekly basis to the district's learning management system and/or other location(s) established by the bargaining unit members' supervisor.

In response, your Union negotiated and codified the current practice of requiring each bargaining unit member to provide evidence of planning upon request by their principal or supervisor. Additionally, for planned absences of a class-

## CEA Mini Grants Provide the STEM to Equitable Learning Opportunities

At Northgate Intermediate, there is no confusion about expectations. In fact, 5th grade teacher, Megan Strasburg, made sure 5th graders at the school were able to learn coding and robotics from the CCS partnership with VexGo, but that wasn't enough for her, or her students. "I used my CEA

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**The CEA Master Agreement is set to expire in fewer than 926 days.**

# Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/40zIVk6>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all employee...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when griev...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than those...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's...	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other bargaining unit member...	Step 2 Hearing held. Decision pending.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel...	Grievance filed at Step 2. District is holding in abeyance.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel ...	Grievance filed at Step 2. District is holding in abeyance.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Dr. Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinter...	Grievants shall be made whole in every way, including not limited to the following: 1) The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. The board...	Step 2 Hearing held. Awaiting response.
East Linden ES Cheryl M. Jones	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove this Letter of Direction of Michelle's file and she should be allowed to use supplemental materials as described in 2022-...	Grievance filed. Awaiting response.

STEM Grant funds to purchase two VexGo Competition Field Kits. These kits can be used to further the student involvement in Coding and Robotics. CCS 5th graders currently can learn the basics of Coding and Robotics through a grant and partnership with VexGo. The Competition Kits hone students' coding and building skills in a friendly, competitive manner.

## Mark Your Calendar: CEA Awards & Retirement Banquet

CEA is holding its 47th Annual Awards & Retirement Banquet on Friday, May 19. It will, again, be at the Hilton at Easton. If you are retiring this year, make sure to watch the Voice for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

## PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session descriptions can be found in the CCS PD System (PDS) #44991. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:



- Feb. 15 **Article 211 Info Session** (4:30-6:30 p.m. on Zoom)
- Feb. 21 **The Inclusive Classroom: Everybody is Welcome Here!** (4:30-6:30 p.m. at Hudson)
- Feb. 23 **Data Collaborative for School Counselors** (4:15-5:15 p.m. on Zoom)

## Special Notes

- Transplant Needed: Benita Smith**, a PAR Consultant, is in need of a **kidney donation** from a living donor. Anyone interested in being tested for a possible match for donation can call **Michelle Crouse** at the CEA office for more information. To find out how to become a donor, go to <https://bit.ly/3GAGtR8>.
- Make a donation to the Catastrophic Sick Leave Bank:** The following members have been approved for Catastrophic Leave and are in need of donated days: **Kim Ogilbee, Starling K-8; Michelle Cappetta, Columbus City Prep. School for Girls; Erin Ottobre, World Language MS; Elizabeth Smith, Beechcroft HS; and Meredith Simon, Burroughs ES.** To donate, enter your name at the top of the *CCS Report of Employee Absence* form. In the *Comments* section, write the words, **Catastrophic Sick Leave Donation**. Indicate on the form to whom you are donating the sick days.
- Summer 2023 Fee Waiver:** The online application period is open and will close on **Feb. 16, 2023, at 11:59 p.m.** Access the online application from home or work using your CCS

email username and password. Have your college ID number available when applying. The online form will automatically send you a confirmation email once your application is submitted. Go to: <http://bit.ly/2jhWSjd>. Instructions to complete the online application can be found at <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. If you need assistance, call (614) 365-5039 or email [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us).

- CEA Spring 2023 Elections:** The following elected positions will be filled in the 2022-2023 election cycle: **NEA Local Delegates; NEA State-at-Large Delegates; 2023-24 OEA Delegates, Governors for Districts 1, 4, 5, 6, and 10.** Ballots will be sent to **buildings** by **Feb. 17**. The **voting window begins Tuesday, Feb. 21, and ends Thursday, Mar. 9**. Members of the Elections Committee will **collect ballots for tally Friday, Mar. 10**. Call Elections Chair **Brittany Pierce** at (440) 225-2631 with any questions.
- The **filing deadline** for the **Capital OEA Board of Directors** position is fast approaching. A Capital OEA Board of Directors member will be elected at the Capital Spring RA on Wednesday, Apr. 26. Go to <https://bit.ly/3X2yO4X> to **download the form**. The **declaration deadline** is Sunday, **Mar. 12**.
- Continuing Contract: Apply Now!** This year, bargaining unit members submit their Continuing Contract application **using Google Forms only**. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. Go to <http://bit.ly/3vDJU4q> to utilize the online application process. Questions should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). All applicants will receive an electronic confirmation. Applicants must check their email (spam/junk folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the applications will be sent via email by Mar. 31.
- PBIS Friday Live!** Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips**. These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. **All staff are welcome**. Join us on **Fridays from 8-8:15 a.m.** Contact **Jacquie Pencek**, District PBIS Coordinator, at [jpencek9864@columbus.k12.oh.us](mailto:jpencek9864@columbus.k12.oh.us) with questions. To participate, go to <https://bit.ly/3Wijqk2>.